

# Drug Free Workplace Overview



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Featured Speaker

The Council on Alcohol and Drugs



Since 1969

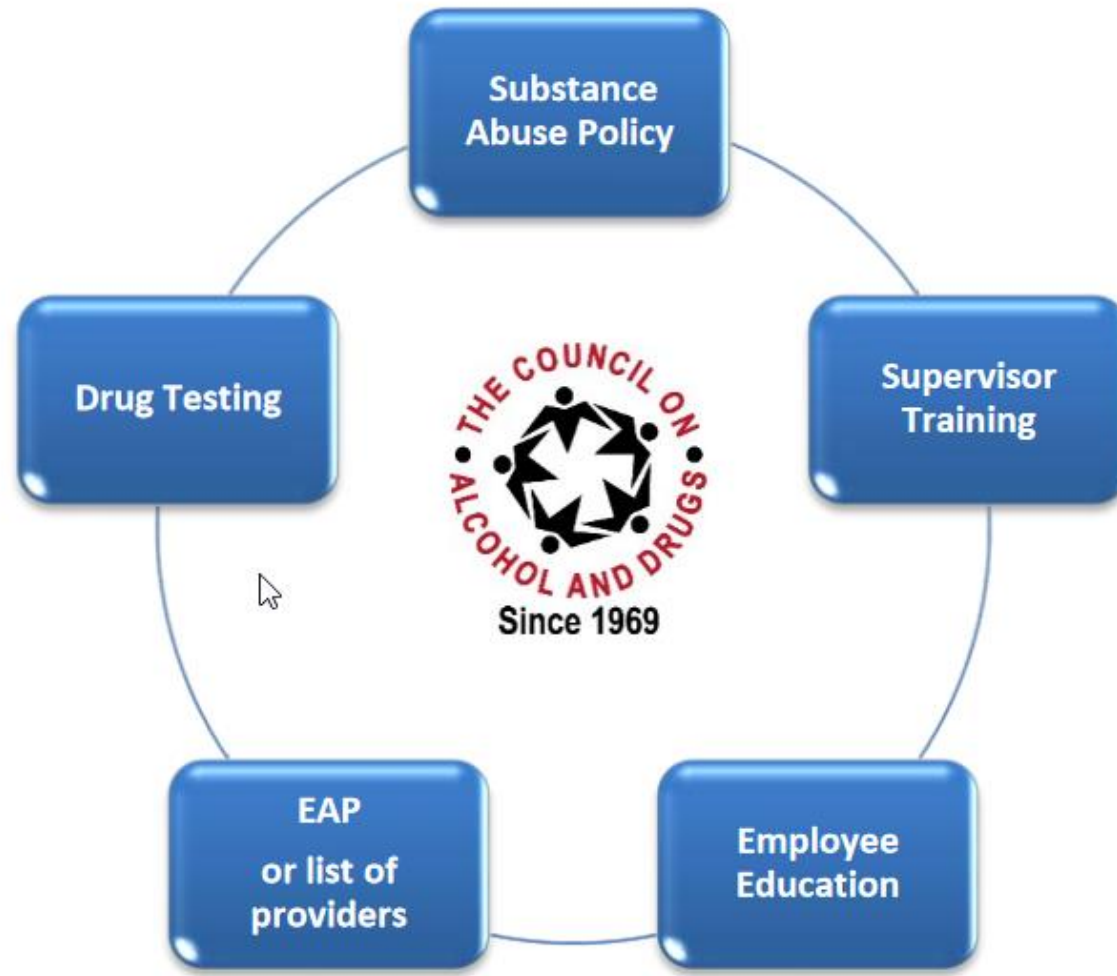


## **Training Overview**

Why work drug free?

- How the program works
- Available resources
- Suicide Prevention
- Important statistics

## Working Drug Free is Easy!



# Workplace Testing

What **IS** required

1. Pre-employment (post offer)
2. Post-accident (loss of work time)
3. Reasonable Suspicion (document)
4. Post-rehabilitation (policy specific)
5. Routine Fitness-for-duty (class/job)

***Optional:***

Random Testing (best practice)

Gate Access/Other (contract specific)

# Why Testing is needed

2021 Quest Diagnostic Study of workplace testing resulted in **highest positive drug test results in 20 years!**

Study included 11 million urine, hair and oral results. Steady rise over the last five years (2017-2021) converted to **12% rise overall.**

THC positivity has risen 50% over the past 5 years. Transportation, warehousing, finance, insurance, utilities, and food service industries are all impacted.



# Current Concerns

Accommodations/Food Service tops list with 7.5% THC positivity rates.

Retail trades have had a 55% increase in Meth positives from 2017-2021.

POSITIVE PRE-EMPLOYMENT tests increased 17.4% and POSITIVE POST-ACCIDENT increased 26%.

**DRUGS  
DON'T  
WORK**

 			
<b>Company name</b> <b>Employee name</b> <b>Department</b> <b>Dates observed</b>			
<h2>Substance Misuse Indicators</h2>			
PHYSICAL	BEHAVIORAL	SPEECH	PERFORMANCE
Odor (Alcohol)	Hyperactive	Slurred speech	Excessive absenteeism
Odor (Marijuana)	Overly excited	Thick tongue/d speech	Excessive tardiness
Odor (Beds)	Slowed objects	Slow speech	Excessive sick leave
Eyes Bloodshot, red	Angers easily	Deliberate speech	Frequently leaves early
Eyes Glazy	Loses temper	Stumbles over words	Extended breaks
Eyes Watery	Argues with coworkers	Traps up while talking	Excessive phone calls
Pupils Dilated	Argues with coworkers	Loses train of thought	Increased mistakes
Pupils Constricted	Argues with customers	Stops in mid-sentence	Errors in judgment
Eye twitching	Angry customers	Speaks loudly	Poor decision making
Falls	Lacks concentration	Uses profanity	Inability to meet deadlines
Stumbles when walks	Slow movement	Talks about mental issues	Cannot complete tasks
Unsteady balance	Slow reaction		Lower production
Droopy, nodding off	Reduced judgment		Irritable with Supervisors
Drugs eyes	Reduced inhibition		Insubordinate
Sweats	Sudden mood change		Argumentative
Closes one eye	Excessive bragging		Lack of responsibility
Fumbles	Overly friendly		Increased complaints
Drops small items	Unusually quiet		Rude
Uncoordinated	Slangs		Poor attitude
Nauseous or Vomiting	Excessive giggling		Lower quality of work
Scratching	Excessive laughter		Lower quantity of work
Sniffles	Exaggerated movements		Awards Supervisors
Flushed skin	Suspicious activities		Increased absences
Excessive sweating	Crying		Lack of awareness
Needle marks	Withdrawn		Less Safety Conscious
Excesses restroom visits			Aids to borrow money

If you are able to document one or more of the indicators above, ask yourself these questions to establish reasonable suspicion.

Yes / No	Question
	Has some form of impairment been shown in the employee's appearance, actions or work performance?
	Does the impairment result from the possible use of drugs or alcohol?
	Are the facts reliable? Did you witness them personally or are you sure that the witness(es) are reliable and have provided firsthand information?
	Are the facts Specific (capable of explanation)?
	Are the facts Actionable (capable of putting into words or documentation)?
	Is the impairment timely (current, today, now)?
	Has Reasonable Suspicion been established?

Supervisor (printed name)	Supervisor (signature)	Date

[illegible]

# Supervisor Checklist-Documents

## Reasonable Suspicion of employee

# Random Testing – Full Circle



POOL



SELECTION



NOTIFY



TEST



RESULT



FILE



# Ongoing Drug Testing is a True Deterrent!



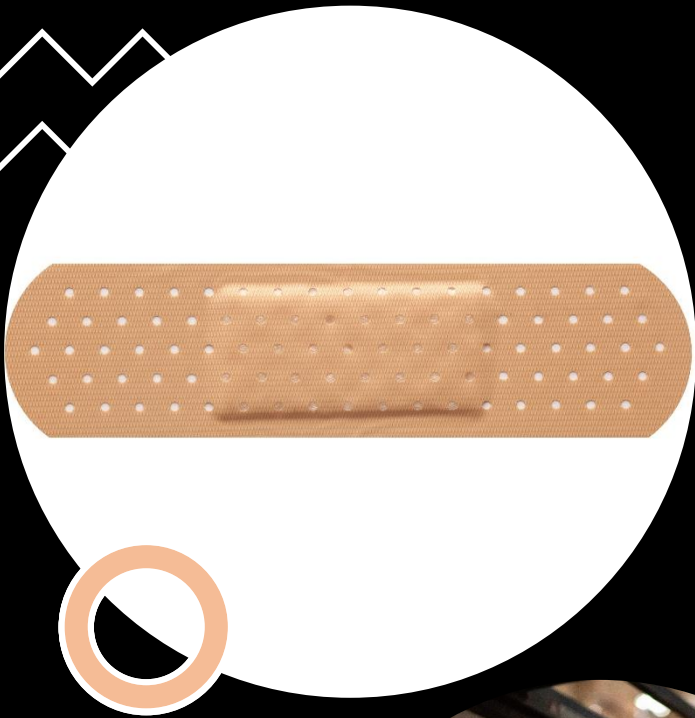
Knowing a test is possible will discourage a light user from indulging and a chronic user will change jobs or change habits.

# Post-accident

Involved in accident resulting in loss of worktime. More than Bandaid.

If an employee was actively engaged in the activity which objectively could have caused the injury or damage.


If an employee was operating, controlling, or repairing any tool, device, equipment or vehicle involved in the incident/accident.



# Georgia Certification \$35

Saves Money  
Safe Workers  
Smart Choice

1. Each year you must complete an application with the State Board of Workers' Compensation to receive your discount of 7.5%.



2. You can do this online at: [www.sbwcdfw.org](http://www.sbwcdfw.org)



3. You will need to have the following information handy when applying online:

Your Federal ID #	Your Company Username and Password	Confirming laboratory name, address and phone number	The cost of \$35 can be paid with a major credit card	Still have questions, email <a href="mailto:sbwcdfw@gmail.com">sbwcdfw@gmail.com</a> and include your fed id # with all requests for assistance
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Education is  
**PREVENTION!**





<https://gaprevention.com>

Fresh content!



**Prevention**<sup>TM</sup>  
.com

**Resources Matter**

Employee benefits  
Community benefits  
Family benefits

Employees are often looking for resources!

**NATIONAL**

# SUICIDE

# PREVENTION

**LIFELINE™**

**I-800-273-TALK**

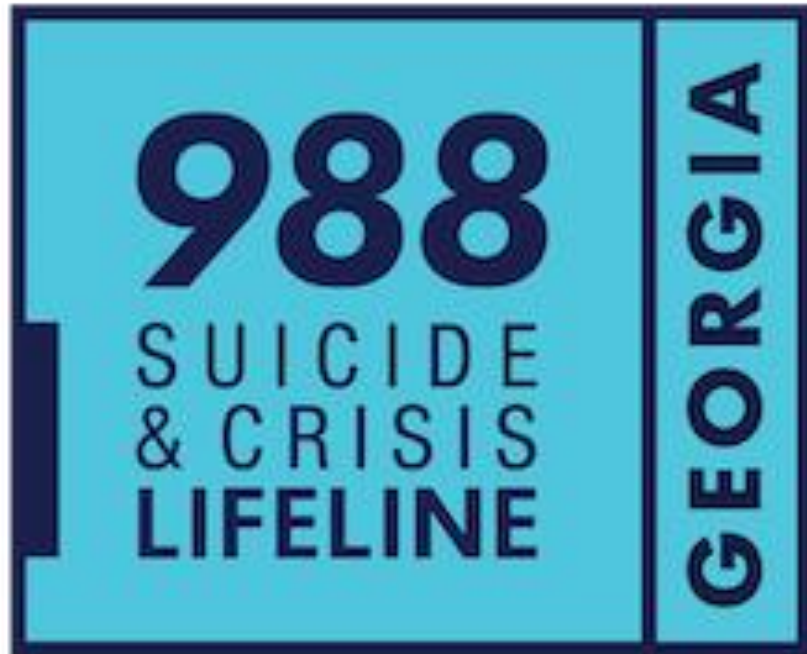
[www.suicidepreventionlifeline.org](http://www.suicidepreventionlifeline.org)



**988**  
**SUICIDE PREVENTION**  
**HOTLINE**



# 988 is the new 911



**A new dialing code for suicide and crisis lifelines. Just like 911, this will be a work in progress for years to come.**

**Nationwide response to real life issues, but each state is responsible for making sure it ready to handle the volume.**

**GA has an advantage. GA already operates GCAL for phone, text, and chat responses coupled with crisis teams in the field and access to crisis beds.**

# Drug War



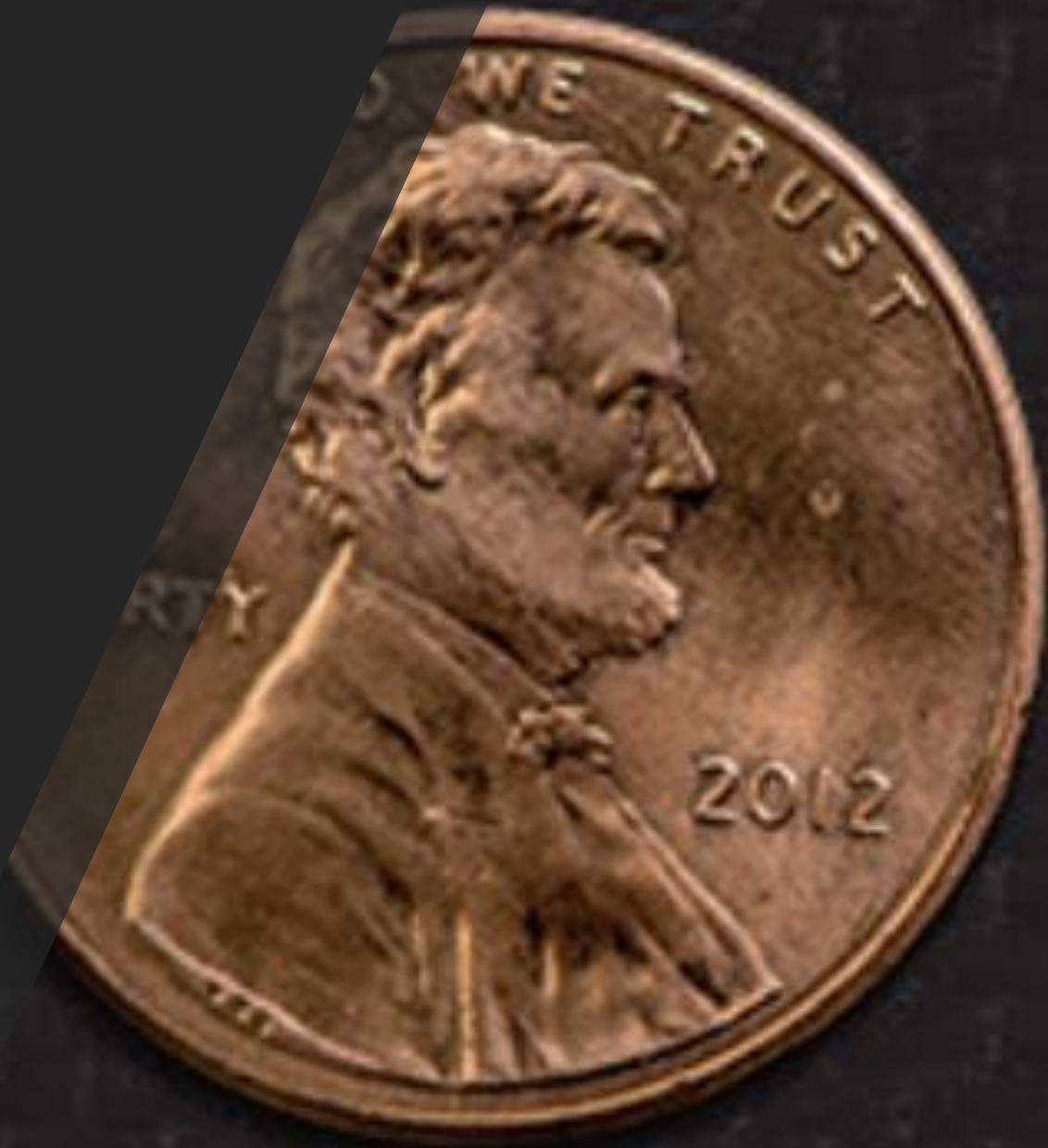


# Be AWARE

## Fentanyl Awareness

The small specs of Fentanyl shown here will kill you. This visual is compared to a PENNY. The small coin we all recognize.

We are seeing Fentanyl pressed into drugs such as Oxycodone, Xanax, and Adderall.

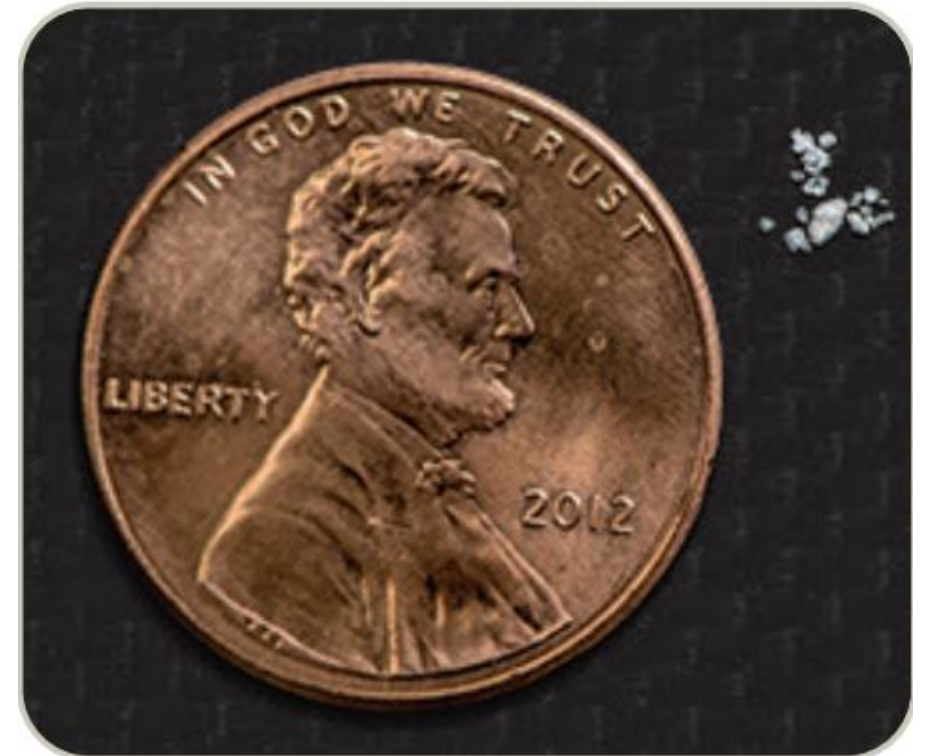


# Fentanyl

A potent synthetic opioid approved by the FDA for use as a pain reliever. It is **100 times** more potent than morphine and **50 times** more potent than heroin as an analgesic!

Young people today are missing these details and deaths are ramping up. Unless you have a **Fentanyl test strip**, there is no way to know if your drug is laced with Fentanyl.

CDC reports a 94% increase in opioid overdoses for ages 14-18 between 2019 and 2020 thanks to Fentanyl.



# Fentanyl Business...

Nationwide problem-so much Fentanyl available. From Maine to Oklahoma to Skid Row in LA.

Fentanyl is a **CUSTOMER EXPANSION TOOL** in the drug world. Fentanyl is mixed with Cocaine. This starts the addiction or need for Fentanyl.

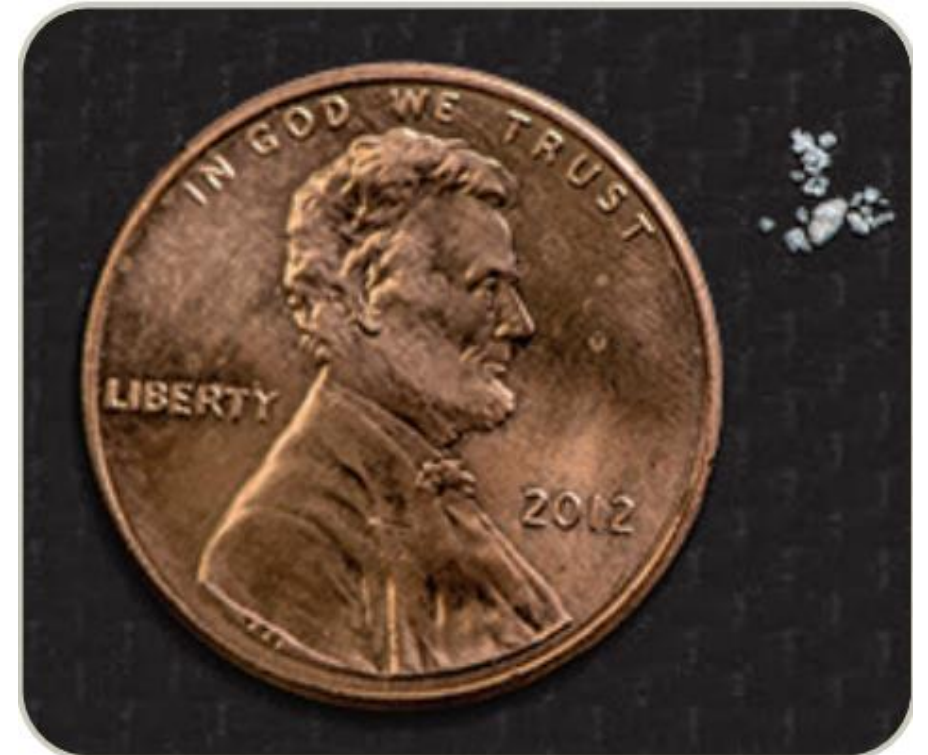
Fentanyl then takes a “regular” Cocaine user and creates a “daily” Fentanyl user.

Supply/Demand

Profits

Expansion

Big business





# Spraying Process

**How the process works: A small scoop of Fentanyl is put into a spray bottle with inert ingredient(s). Spray is used as an accent piece in drug of choice.**

**How much is enough?**

**Does each sprayer spray the same?**

**How qualified is the spray technician?**



**Look at painting a car or a wall with a sprayer from Home Depot. All DIY people get different results. Same with drugs. Different results=life or death!**



# Substance use disorder is a growing problem....

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- 20 million individuals in the US with a substance use disorder, **but only 10% receive treatment**
- **Over 100,000 overdose deaths in 2021, the HIGHEST number ever reported (CDC 11/21 106k)**
- **30% growth** in overdose deaths during the pandemic
- Visit [www.getsmartaboutdrugs.com](http://www.getsmartaboutdrugs.com) for DEA resources for parents, educators & caregivers.



# How does the Opioid problem impact the workplace?



- WORKPLACE DISTRACTIONS
- Reduced productivity-employees can be cognitively impaired
- Excessive absenteeism / tardiness
- Low morale among workers / employers



**Since 1969**



**Education is  
PREVENTION!**